



SADHUBELLA EDUCATION SOCIETY'S  
(Minority Institute)  
**J. WATUMULL SADHUBELLA GIRLS COLLEGE,**  
Near Government Dispensary, Ulhasnagar-421001

Criteria 1.3.1 – Institution Integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and sustainability into the Curriculum

<u>Sr. No.</u>	<u>Activities</u>	<u>Link</u>
<b><u>NSS Activities Report from the year 2015-2016 to 2019-2020</u></b>		
1	2019-2020	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2019-20-Final-Report_opt.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2019-20-Final-Report_opt.pdf</a>
2	2018-2019	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2018-19-Final-Reports_opt.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2018-19-Final-Reports_opt.pdf</a>
3	2017-2018	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2017-18-Final-Reports_opt.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2017-18-Final-Reports_opt.pdf</a>
4	2016-2017	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2016-17-Final-Reports_opt.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2016-17-Final-Reports_opt.pdf</a>
5	2015-2016	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2015-16-Final-Report_opt.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/NSS-2015-16-Final-Report_opt.pdf</a>
<b><u>Women Development Cell Activities Report from the year 2015-2016 to 2019-2020</u></b>		
1	2019-2020	<a href="https://sadhubellacollege.org/wp-content/uploads/2021/02/12_Womens20Development20Cell20Report_2019-20.pdf">https://sadhubellacollege.org/wp-content/uploads/2021/02/12_Womens20Development20Cell20Report_2019-20.pdf</a>

2	2018-2019	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2018-19.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2018-19.pdf</a>
3	2017-2018	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2017-18.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2017-18.pdf</a>
4	2016-2017	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2016-17.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2016-17.pdf</a>
5	2015-2016	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2015-16.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Women-Development-Cell-Annual-Report-2015-16.pdf</a>
<b><u>Cultural Activities Report from the year 2015-2016 to 2019-2020</u></b>		
1	2019-2020	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2019-20.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2019-20.pdf</a>
2	2018-2019	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2018-19.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2018-19.pdf</a>
3	2017-2018	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2017-18.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2017-18.pdf</a>
4	2016-2017	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2016-17.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2016-17.pdf</a>
5	2015-2016	<a href="https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2015-16.pdf">https://sadhubellacollege.org/wp-content/uploads/2020/03/Cultural-Committe-report-2015-16.pdf</a>



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**List of Courses which address Professional Ethics, Gender, Human Value, Environmental and Sustainability into the Curriculum**

<b><u>Sr No.</u></b>	<b><u>COURSES</u></b>
1	Environmental Management
2	Business Ethics and Corporate Governance
3	Ethics and Governance
4	Indian Ethos and Management
5	Foundation of Human Skills
6	Business Ethics and Corporate Social Responsibility
7	Environmental Studies

**PRINCIPAL**

J. Watumull Sadhubella Girls College  
Ulhasnagar-421001



**Revised Syllabus of Courses of Bachelor of Management Studies  
(BMS) Programme at Semester III  
with Effect from the Academic Year 2017-2018**

**2. Ability Enhancement Courses (AEC)  
2B. Skill Enhancement Courses (SEC)**

**4. Foundation Course –III  
Environmental Management**

**Modules at a Glance**

Sr. No.	Modules	No. of Lectures
1	Environmental Concepts	12
2	Environment degradation	11
3	Sustainability and role of business	11
4	Innovations in business- an environmental Perspective	11
	<b>Total</b>	<b>45</b>



Sr. No.	Modules / Units
1	<b>Environmental Concepts:</b>
	<ul style="list-style-type: none"> <li>• <b>Environment:</b> Definition and composition, Lithosphere, Atmosphere, Hydrosphere, Biosphere</li> <li>• <b>Biogeochemical cycles</b> - Concept and water cycle</li> <li>• Ecosystem &amp; Ecology; Food chain, food web &amp; Energy flow pyramid</li> <li>• <b>Resources:</b> Meaning, classification( Renewable &amp; non-renewable), types &amp; Exploitation of Natural resources in sustainable manner</li> </ul>
2	<b>Environment degradation</b>
	<ul style="list-style-type: none"> <li>• <b>Degradation</b>-Meaning and causes, degradation of land, forest and agricultural land and its remedies</li> <li>• <b>Pollution</b> – meaning, types, causes and remedies (land, air, water and others)</li> <li>• <b>Global warming:</b> meaning, causes and effects.</li> <li>• <b>Disaster Management:</b> meaning, disaster management cycle.</li> <li>• <b>Waste Management:</b> Definition and types -solid waste management anthropogenic waste, e-waste &amp; biomedical waste (consumerism as a cause of waste)</li> </ul>
3	<b>Sustainability and role of business</b>
	<ul style="list-style-type: none"> <li>• Sustainability: Definition, importance and Environment Conservation.</li> <li>• Environmental clearance for establishing and operating Industries in India.</li> <li>• EIA, Environmental auditing, ISO 14001</li> <li>• Salient features of Water Act, Air Act and Wildlife Protection Act.</li> <li>• Carbon bank &amp; Kyoto protocol</li> </ul>
4	<b>Innovations in business- an environmental perspective</b>
	<p><b>Non-Conventional energy sources-</b> Wind, Bio-fuel, Solar, Tidal and Nuclear Energy.</p> <p>Innovative Business Models: Eco-tourism, Green marketing, Organic farming, Eco-friendly packaging, Waste management projects for profits ,other business projects for greener future</p>



*Revised Syllabus of Courses of B.Com. (Banking and Insurance)  
Programme at Semester V  
with effect from the Academic Year 2018-2019*

*1. Elective Courses (EC)*

**5. Business Ethics and Corporate Governance**

*Modules at a Glance*

Sr. No.	Modules	No. of Lectures
01	Introduction to Business Ethics	10
02	Application of Ethical Theories in Business	10
03	Introduction to Corporate Governance	15
04	Genesis and Implementation of Corporate Governance in India	15
05	Global Scenario	10
	<b>Total</b>	<b>60</b>



Sr. No.	Modules / Units
1	<p><b>Introduction to Business Ethics</b></p> <p>Definition, Meaning, Nature of Ethics, Meaning of Moral &amp; Ethics. Types of Ethics, Importance of Ethics, Business Ethics -Meaning and Nature. Importance of Ethics in Business, Areas of Business Ethics, Meaning of Functional Ethics, Types of Ethics According to Functions of Business- Marketing Ethics, Foreign Trade Ethics and Ethics Relating to Copyright. Ethics relating to Free and Perfect Competitive Market.</p>
2	<p><b>Application of Ethical Theories in Business</b></p> <p>Ethical Decision Making: Decision Making (Normal Dilemmas And Problems): (I) Utilitarianism (J. Bentham And J.S. Mill), (Ii) Deontology (I. Kant) Virtue Ethics (Aristotle). Gandhain Approach In Management And Trusteeship, Importance And Relevance of Trusteeship Principle in Modern Business. Ethical Issues in Functional Areas of Business. Ethics in Advertising (Truth In Advertising). Ethical Issues in Finance,</p>
3	<p><b>Introduction to Corporate Governance</b></p> <p>Definition &amp; Conceptual Framework of Corporate Governance, Business Ethics - an important dimension to Corporate Governance, Fair and Unfair Business Practices. Theoretical Basis of Corporate Governance, Mechanism- Corporate Governance Systems, Indian Model of Governance, Good Corporate Governance, Obligations Towards Society and Stake holders. Theories underlying Corporate Governance (Stake holder's theory and Stewardship theory, Agency theory, Separation of Ownership and Control, Corporate Governance Mechanism: Process, Indian Model, OECD, and Emphasis on Corporate Governance, (Transparency Accountability and Empowerment).</p>
4	<p><b>Genesis and Implementation of corporate Governance in India:</b></p> <p>Introduction principles – Arthashastra and Good Governance in ancient India, Protection of Interest of Customer and Investors, Historical perspective of Corporate Governance and Issues in Corporate Governance.  <b>Values:</b> Meaning, Types Teaching from Scriptures Like Gita, Quran, Bible Value Systems in Business.  <b>Implementation of Corporate Governance</b>  Role of Board of Directors and Board Structure, Role of the Non- executive Director, Role of Auditors, SEBI Growth of Corporate Governance. Role of Government, Corporate Governance in India. Accounting Standards and Accounting disclosures. Finance Reporting and Corporate Governance, Non Accounting Regulations in Corporate Governance, Corporate Governance &amp; CSR, Family Owned Business - Background, Family Businesses in India, Need for Professionalization and Transparency in Family Business.</p>
5	<p><b>Global Scenario</b></p> <p><b>Business Ethics in Global Economy.</b>  Ethics in the Context of Global Economy, Relationship Between Business Ethics &amp; Business Development, Role of Business Ethics in Building a Civilized Society.  <b>Corporate Governance and Issues Related to Scams</b>  Corruption: Meaning, Causes, Effects.  Frauds and Scams in Banks, Insurance Companies, Financial Institutions, Measures to Overcome Fraud and Corruption, Zero Tolerance of Corruption.</p>



**Revised Syllabus of Courses of Bachelor of Management Studies  
(BMS) Programme at Semester IV  
with Effect from the Academic Year 2017-2018**

**2. Ability Enhancement Courses (AEC)  
2B. Skill Enhancement Courses (SEC)**

**4. Foundation Course –IV  
Ethics & Governance**

**Modules at a Glance**

Sr. No.	Modules	No. of Lectures
1	Introduction to Ethics and Business Ethics	12
2	Ethics in Marketing, Finance and HRM	11
3	Corporate Governance	11
4	Corporate Social Responsibility (CSR)	11
	<b>Total</b>	<b>45</b>

**Objectives**

SN	Objectives
1	To understand significance of ethics and ethical practices in businesses which are indispensable for progress of a country
2	To learn the applicability of ethics in functional areas like marketing, finance and human resource management
3	To understand the emerging need and growing importance of good governance and CSR by organisations
4	To study the ethical business practices, CSR and Corporate Governance practiced by various organisations





Sr. No.	Modules / Units
1	<b>Introduction to Ethics and Business Ethics</b>
	<ul style="list-style-type: none"> <li>• <b>Ethics:</b> Concept of Ethics, Evolution of Ethics, Nature of Ethics- Personal, Professional, Managerial Importance of Ethics, Objectives, Scope, Types – Transactional, Participatory and Recognition</li> <li>• <b>Business Ethics:</b> Meaning, Objectives, Purpose and Scope of Business Ethics Towards Society and Stakeholders, Role of Government in Ensuring Business Ethics Principles of Business Ethics, 3 Cs of Business Ethics – Compliance, Contribution and Consequences Myths about Business Ethics Ethical Performance in Businesses in India</li> </ul>
2	<b>Ethics in Marketing, Finance and HRM</b>
	<ul style="list-style-type: none"> <li>• <b>Ethics in Marketing:</b> Ethical issues in Marketing Mix, Unethical Marketing Practices in India, Ethical Dilemmas in Marketing, Ethics in Advertising and Types of Unethical Advertisements</li> <li>• <b>Ethics In Finance:</b> Scope of Ethics in Financial Services, Ethics of a Financial Manager – Legal Issues, Balancing Act and Whistle Blower, Ethics in Taxation, Corporate Crime - White Collar Crime and Organised Crime, Major Corporate Scams in India, Role of SEBI in Ensuring Corporate Governance, Cadbury Committee Report, 1992</li> <li>• <b>Ethics in Human Resource Management:</b> Importance of Workplace Ethics, Guidelines to Promote Workplace Ethics, Importance of Employee Code of Conduct, Ethical Leadership</li> </ul>
3	<b>Corporate Governance</b>
	<ul style="list-style-type: none"> <li>• Concept, History of Corporate Governance in India, Need for Corporate Governance</li> <li>• Significance of Ethics in Corporate Governance, Principles of Corporate Governance, Benefits of Good Governance, Issues in Corporate Governance</li> <li>• Theories- Agency Theory, Shareholder Theory, Stakeholder Theory and Stewardship Theory</li> <li>• Corporate Governance in India, Emerging Trends in Corporate Governance, Models of Corporate Governance, Insider Trading</li> </ul>
4	<b>Corporate Social Responsibility (CSR)</b>
	<ul style="list-style-type: none"> <li>• Meaning of CSR, Evolution of CSR, Types of Social Responsibility</li> <li>• Aspects of CSR- Responsibility, Accountability, Sustainability and Social Contract</li> <li>• Need for CSR</li> <li>• CSR Principles and Strategies</li> <li>• Issues in CSR</li> <li>• Social Accounting</li> <li>• Tata Group's CSR Rating Framework</li> <li>• Sachar Committee Report on CSR</li> <li>• Ethical Issues In International Business Practices</li> <li>• Recent Guidelines in CSR</li> <li>• Society's Changing Expectations of Business With Respect to Globalisation</li> <li>• Future of CSR</li> </ul>



**Revised Syllabus of Courses of Bachelor of Management Studies  
(BMS) Programme at Semester VI  
with effect from the Academic Year 2018-2019**

**Elective Courses (EC)**

**Group C: Human Resource Electives**

**6. Indian Ethos in Management**

**Modules at a Glance**

SN	Modules	No. of Lectures
1	Indian Ethos – An Overview	15
2	Work Ethos and Values	15
3	Stress Management	15
4	Indian Systems of Learning	15
<b>Total</b>		<b>60</b>

**Objectives**

SN	Objectives
1	To understand the concept of Indian Ethos in Management
2	To link the Traditional Management System to Modern Management System
3	To understand the Techniques of Stress Management
4	To understand the Evolution of Learning Systems in India



SN	Modules/ Units
1	<p><b>Indian Ethos – An Overview</b></p> <p><b>a) Indian Ethos</b></p> <ul style="list-style-type: none"> <li>• Meaning, Features, Need, History, Relevance, Principles Practised by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices</li> </ul> <p><b>b) Management Lessons from Scriptures:</b></p> <ul style="list-style-type: none"> <li>• Management Lessons from Vedas, Management Lessons from Mahabharata, Management Lessons from Bible, Management Lessons from Quran, Management Lessons from Kautilya's Arthashastra</li> </ul> <p>Indian Heritage in Business, Management, Production and Consumption. Ethics v/s Ethos Indian Management v/s Western Management</p>
2	<p><b>Work Ethos and Values</b></p> <p><b>a) Work Ethos:</b></p> <ul style="list-style-type: none"> <li>• Meaning, Levels, Dimensions, Steps, Factors Responsible for Poor Work Ethos</li> </ul> <p><b>b) Values:</b></p> <ul style="list-style-type: none"> <li>• Meaning, Features, Values for Indian Managers, Relevance of Value Based Management in Global Change, Impact of Values on Stakeholders: Employees, Customers, Government, Competitors and Society.</li> <li>• Values for Managers, Trans-Cultural Human Values in Management and Management Education, Secular v/s Spiritual Values in Management, Importance of Value System in Work Culture</li> </ul>
3	<p><b>Stress Management</b></p> <p><b>a) Stress Management:</b></p> <ul style="list-style-type: none"> <li>• Meaning, Types of Stress at Work, Causes of Stress, Consequences of Stress</li> </ul> <p><b>b) Stress Management Techniques:</b></p> <ul style="list-style-type: none"> <li>• Meditation : Meaning, Techniques, Advantages, Mental Health and its Importance in Management, Brain Storming, Brain Stilling, Yoga: Meaning, Significance</li> </ul> <p><b>c) Leadership:</b></p> <ul style="list-style-type: none"> <li>• Meaning, Contemporary Approaches to Leadership, Joint Hindu Family Business – Leadership Qualities of Karta</li> </ul> <p><b>d) Motivation:</b></p> <ul style="list-style-type: none"> <li>• Meaning, Indian Approach to Motivation, Techniques</li> </ul>



SN	Modules/ Units
4	Indian Systems of Learning
	<p>a) Learning: Meaning, Mechanisms</p> <ul style="list-style-type: none"> <li>• Gurukul System of Learning : Meaning, Features, Advantages, Disadvantages</li> <li>• Modern System of Learning: Meanings, Features, Advantages, Disadvantages</li> <li>• Karma: Meaning, Importance of Karma to Managers, Nishkama Karma</li> <li>• Laws of Karma: The Great Law, Law of Creation, Law of Humility, Law of Growth, Law of Responsibility, Law of Connection</li> <li>• Corporate Karma: Meaning, Methodology, Guidelines for good Corporate Karma</li> <li>• Self-Management: Personal growth and Lessons from Ancient Indian Education System</li> <li>• Personality Development: Meaning, Determinants, Indian Ethos and Personality Development</li> </ul>



**Revised Syllabus of Courses of Bachelor of Management Studies  
(BMS) Programme at Semester I  
With Effect from the Academic Year 2016-2017**

**Core Courses (CC)**

**6. Foundation of Human Skills**

**Modules at a Glance**

Sr. No.	Modules	No. of Lectures
1	Understanding of Human Nature	15
2	Introduction to Group Behaviour	15
3	Organizational Culture and Motivation at workplace	15
4	Organisational Change, Creativity and Development and Work Stress	15
<b>Total</b>		<b>60</b>



Sr. No.	Modules / Units
1	Understanding of Human Nature
	<ul style="list-style-type: none"> <li>• <b>Individual Behaviour:</b> Concept of a man, individual differences, factors affecting individual differences, Influence of environment</li> <li>• <b>Personality and attitude:</b> Determinants of personality, Personality traits theory, Big five model, Personality traits important for organizational behaviour like authoritarianism, locus of control, Machiavellianism, introversion-extroversion achievement orientation, self – esteem, risk taking, self-monitoring and type A and B personalities, Concept of understanding self through JOHARI WINDOWS, Nature and components of attitude, Functions of attitude, Ways of changing attitude, Reading emotions</li> <li>• <b>Thinking, learning and perceptions:</b> Thinking skills, thinking styles and thinking hat, Managerial skills and development, Learning characteristics, theories of learning (classical conditioning, operant conditioning and social learning approaches), Intelligence, type ( IQ, EQ, SQ, at work place), Perception features and factor influencing individual perception, Effects of perceptual error in managerial decision making at work place. (Errors such as Halo effect, stereotyping, prejudice attributional).</li> </ul>
2	Introduction to Group Behaviour
	<ul style="list-style-type: none"> <li>• <b>Introduction to Group Behaviour</b> <ul style="list-style-type: none"> <li>▪ <b>Group Dynamics:</b> Nature, types, group behaviour model (roles, norms, status, process, structures)</li> <li>▪ <b>Team effectiveness:</b> nature, types of teams, ways of forming an effective team.</li> <li>▪ Setting goals.</li> </ul> </li> <li>• <b>Organizational processes and system.</b> <ul style="list-style-type: none"> <li>▪ <b>Power and politics:</b> nature, bases of power, politics nature, types, causes of organizational politics, political games.</li> <li>▪ <b>Organizational conflicts and resolution:</b> Conflict features, types, causes leading to organizational conflicts, levels of conflicts, ways to resolve conflicts through five conflicts resolution strategies with outcomes.</li> </ul> </li> </ul>
3	Organizational Culture and Motivation at workplace
	<ul style="list-style-type: none"> <li>• <b>Organizational Culture:</b> <ul style="list-style-type: none"> <li>▪ Characteristics of organizational culture.</li> <li>▪ Types, functions and barriers of organizational culture</li> <li>▪ Ways of creating and maintaining effective organization culture</li> </ul> </li> <li>• <b>Motivation at workplace:</b> Concept of motivation Theories of motivation in an organisational set up. <ul style="list-style-type: none"> <li>▪ A.Maslow Need Heirachy</li> <li>▪ F.Hertzberg Dual Factor</li> <li>▪ Mc.Gregor theory X and theory Y.</li> </ul>           Waysofmotivating through carrot (positive reinforcement) and stick (negative reinforcement) at workplace. </li> </ul>



4

**Organisational Change, Creativity and Development and Work Stress**

- **Organisational change and creativity:** Concepts of organisational change, Factors leading/influencing organisational change, Kurt Lewins model of organisational change and development, Creativity and qualities of a creative person, Ways of enhancing creativity for effective decision making, Creative problem solving.
- **Organisational Development and work stress:** Need for organisational development, OD Techniques, Stress, types of stress, Causes and consequences of job stress, Ways for coping up with job stress



**Revised Syllabus of Courses of  
Master of Commerce (M.Com) Programme at Semester I  
(To be implemented from Academic Year- 2016-2017)**

**Core Courses (CC)**

**4. Business Ethics and Corporate Social  
Responsibility**

**Modules at a Glance**

SN	Modules	No. of Lectures
1	Introduction to Business Ethics	15
2	Indian Ethical Practices and Corporate Governance	15
3	Introduction to Corporate Social Responsibility	15
4	Areas of CSR and CSR Policy	15
<b>Total</b>		<b>60</b>

**Objectives**

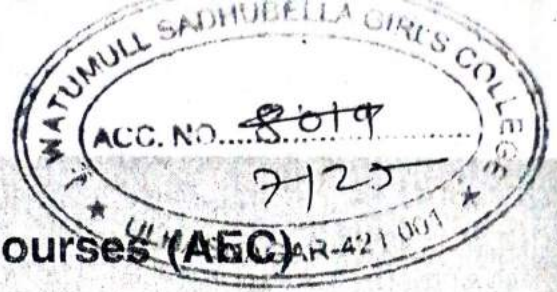
SN	Objectives
1	To familiarize the learners with the concept and relevance of Business Ethics in the modern era
2	To enable learners to understand the scope and complexity of Corporate Social responsibility in the global and Indian context





SN	Modules/ Units
1	<b>Introduction to Business Ethics</b>
	<ul style="list-style-type: none"> <li>• Business Ethics – Concept, Characteristics, Importance and Need for business ethics. Indian Ethos, Ethics and Values, Work Ethos,</li> <li>• Sources of Ethics, Concept of Corporate Ethics, code of Ethics-Guidelines for developing code of ethics, Ethics Management Programme, Ethics Committee.</li> <li>• Various approaches to Business Ethics - Theories of Ethics- Friedman’s Economic theory, Kant’s Deontological theory, Mill &amp; Bentham’s Utilitarianism theory</li> <li>• Gandhian Approach in Management and Trusteeship, Importance and relevance of trusteeship principle in Modern Business, Gandhi’s Doctrine of Satya and Ahimsa,</li> <li>• Emergence of new values in Indian Industries after economic reforms of 1991</li> </ul>
2	<b>Indian Ethical Practices and Corporate Governance</b>
	<ul style="list-style-type: none"> <li>• Ethics in Marketing and Advertising, Human Resources Management, Finance and Accounting, Production, Information Technology, Copyrights and Patents</li> <li>• Corporate Governance: Concept, Importance, Evolution of Corporate Governance, Principles of Corporate Governance,</li> <li>• Regulatory Framework of Corporate Governance in India, SEBI Guidelines and clause 49, Audit Committee, Role of Independent Directors, Protection of Stake Holders, Changing roles of corporate Boards.</li> <li>• Elements of Good Corporate Governance, Failure of Corporate Governance and its consequences</li> </ul>
3	<b>Introduction to Corporate Social Responsibility</b>
	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility: Concept, Scope &amp; Relevance and Importance of CSR in Contemporary Society.</li> <li>• Corporate philanthropy, Models for Implementation of CSR, Drivers of CSR, Prestigious awards for CSR in India.</li> <li>• CSR and Indian Corporations- Legal Provisions and Specification on CSR, A Score Card, Future of CSR in India.</li> <li>• Role of NGO’s and International Agencies in CSR, Integrating CSR into Business</li> </ul>
4	<b>Areas of CSR and CSR Policy</b>
	<ul style="list-style-type: none"> <li>• CSR towards Stakeholders-- Shareholders, Creditors and Financial Institutions, Government, Consumers, Employees and Workers, Local Community and Society.</li> <li>• CSR and environmental concerns.</li> <li>• Designing CSR Policy- Factors influencing CSR Policy, Role of HR Professionals in CSR</li> <li>• Global Recognitions of CSR- ISO- 14000-SA 8000 – AA 1000 – Codes formulated by UN Global Compact – UNDP, Global Reporting Initiative; major codes on CSR.</li> <li>• CSR and Sustainable Development</li> <li>• CSR through Triple Bottom Line in Business</li> </ul>





Ability Enhancement Courses (AEC)

# Environmental Studies - I

F.Y.B.COM. : Semester - I

**V. G. Amrite**

*Retd. Head, Dept. of Geography  
Sathaye College of Arts, Science & Commerce  
Vile Parle (E), Mumbai - 400 057.*

**Prof. (Mrs.) Chandana Chakraborti**

*Associate Professor  
M. L. Dahanukar College of Commerce  
Vile Parle (E), Mumbai - 400 057.*



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# Syllabus

1. **Environment and Ecosystem** (13 Lec.)  
Environment : Meaning, definition, scope and its components; concept of an ecosystem: definition, Characteristics, components and types, functioning and structure; Food Chain and Food Web - Ecological Pyramids - Man and environment relationship; Importance and scope of Environmental Studies.
2. **Natural Resources and Sustainable Development** (13 Lec.)  
Meaning and definitions; Classification and types of resources, factors influencing resource utilisation; Resource conservation - meaning and methods - conventional and non-conventional resources, problems associated with and management of water, forest and energy resources - resource utilization and sustainable development
3. **Populations and Emerging Issues of Development** (13 Lec.)  
Population explosion in the world and in India and arising concerns - Demographic Transition Theory - pattern of population growth in the world and in India and associated problems - Measures taken to control population growth in India; Human population and environment - Environment and Human Health – Human Development Index – The World Happiness Index
4. **Urbanisation and Environment** (13 Lec.)  
Concept of Urbanisation - Problems of migration and urban environment - changing land use, crowding and stress on urban resources, degradation of air and water, loss of soil cover impact on biodiversity, Urban heat islands - Emerging Smart Cities and safe cities in India - Sustainable Cities
5. **Reading of Thematic Maps and Map Filling** (8 Lec.)  
Reading of Thematic Maps (4 Lec.)  
Located Bars, Circles, Pie Charts, Isopleths, Choropleth, and Flow Map, Pictograms - Only reading and interpretation.  
Map Filling : (4 Lec.)  
Map filling of World (Environmentally significant features) using point, line and polygon segment.



Ability Enhancement Courses (AEC)

# Environmental Studies - II

F.Y.B.COM. : Semester - II

**V. G. Amrite**

*Retd. Head, Dept. of Geography  
Sathaye College of Arts, Science & Commerce  
Vile Parle (E), Mumbai - 400 057.*

**Prof. (Mrs.) Chandana Chakraborti**

*Associate Professor  
M. L. Dahanukar College of Commerce  
Vile Parle (E), Mumbai - 400 057.*



**MANAN PRAKASHAN**

G - 1, 2, Siddhi Enclave, Nanda Patkar Road,  
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# Syllabus

- 1. Solid Waste Management for Sustainable Society (13 Lec.)**  
Classification of Solid Wastes – Types and Sources of Solid Waste ; Effects of Solid Waste Pollution - Health hazards, Environmental Impacts;  
Solid Waste Management – solid waste management in Mumbai - Schemes and initiatives run by MCGM – Role of citizens in waste management in urban and rural areas.
- 2. Agriculture and Industrial Development (13 Lec.)**  
Environmental Problems Associated with Agriculture: Loss of Productivity, Land Degradation, Desertification - Uneven Food Production – Hunger, Malnutrition and Food Security – Sustainable Agricultural practices Environmental Problems Associated with Industries – Pollution - Global warming, Ozone Layer Depletion, Acid rain - Sustainable Industrial practices – Green Business and Green Consumerism, Corporate Social Responsibility towards environment
- 3. Tourism and Environment (13 Lec.)**  
Tourism : Meaning, Nature, Scope and importance –Typology of tourism - classification; Tourism potentials in India and challenges before India; New Tourism Policy of India; Consequences of tourism : Positive and Negative Impacts on Economy, Culture and environment - Ecotourism
- 4. Environmental Movements and Management (13 Lec.)**  
Environmental Movements in India : Save Narmada Movement, Chipko Movement, Appiko Movement, Save Western Ghats movement; Environmental Management: Concept, need and relevance; Concept of ISO 14000 and 16000; Concept of Carbon Bank and Carbon Credit, EIA, Ecological footprint; Environment Protection Acts; Concept and Components of Geospatial Technology - Applications of GST in Environmental Management
- 5. Map Filling (08 Lec.)**  
Map Filling of Konkan and Mumbai (Environmentally Significant Features)





SADHUBELLA EDUCATION SOCIETY'S  
(Minority Institute)

**J. WATUMULL SADHUBELLA GIRLS COLLEGE,**  
Near Government Dispensary, Ulhasnagar-421001

**Report on one day SYMPOSIUM organized by IQAC in collaboration with  
Department of commerce and BMS/BCBI**

**REPORT ON – INTELLECTUAL PROPERTY RIGHTS (IPR)**

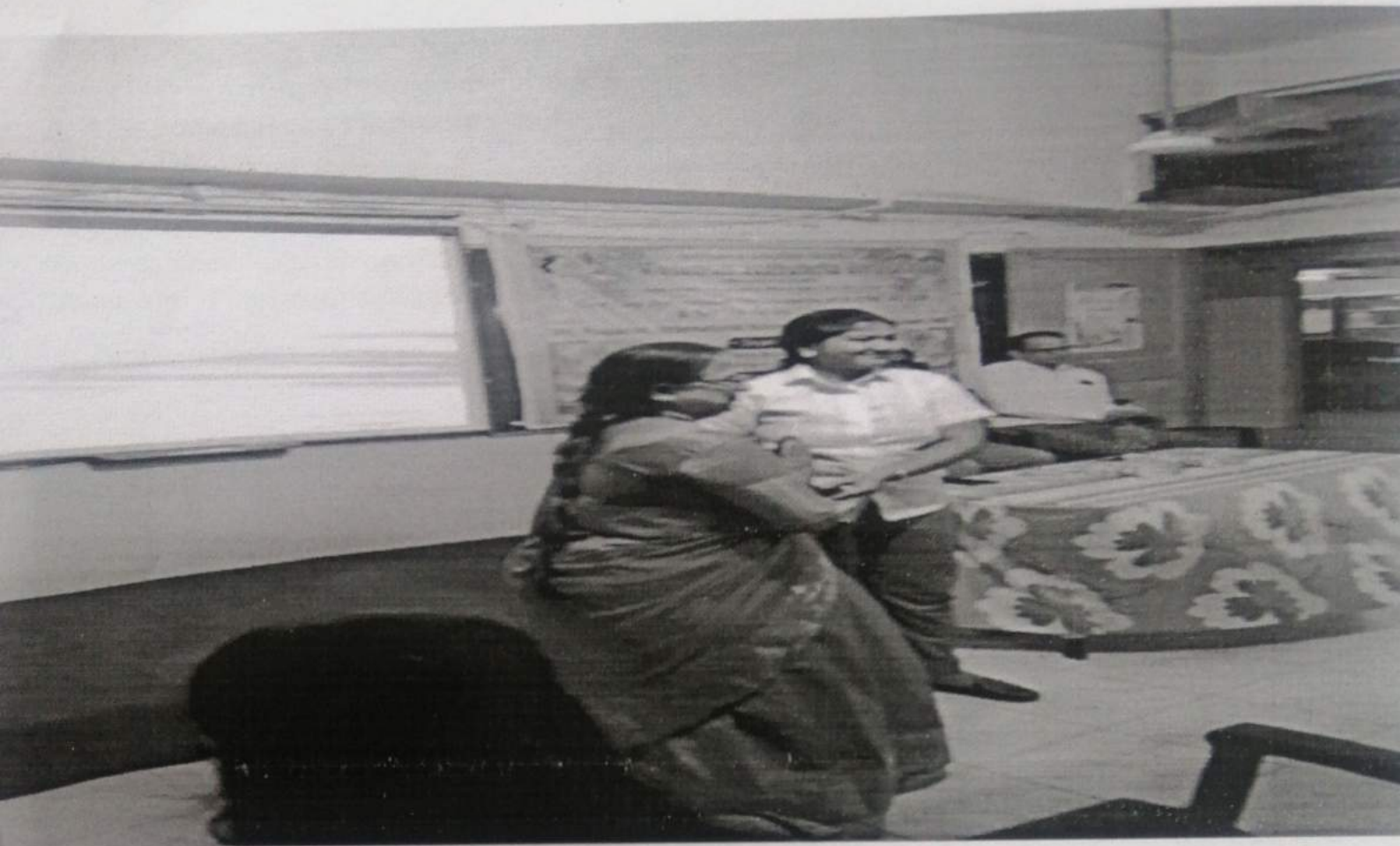
J. Watumull Sadhubella Girls College has organized One Day State Level Symposium on “IPR, Plagiarism, International Business, Mutual Funds and Green HRM” under IQAC in collaboration with Department of Commerce and BMS & BBI on 11<sup>th</sup> April, 2019. Session on “INTELLECTUAL PROPERTY RIGHTS (IPR)” was started at 1:00 p.m. in room no. 1. The session was started with the introduction of the guest Advocate Rupali S. Yeranaes. The guest was introduced by Ms. Deepa Makhija. Then Advocate Rupali S. Yeranaes– resource person for the session was asked to take the charge for the session. She shared the information with students by showing PPT. She covered the following points in the session:

1. Introduction to IPRs
2. Laws Relating to IPRs in India.
3. Various Acts under IPRs.
4. Laws Relating to Trade Marks.
5. Marks Recognised under Trade Marks Act, 1999.
6. Requirements & Procedures for the Registration of Trade Mark.
7. Remedies against infringement of Trade Mark.
8. Cases of Trade Mark infringement.
9. Copy Right Act, 1957.
10. Protection to Authors.
11. Remedies against infringement of Copy Right.
12. Patent Laws in India.
13. Procedures for the Grant of Patent.
14. Remedies against infringement of Patent.



Session was proceeded with the counselling session reflecting the topic “Intellectual Property Rights (IPRs). She shared in-depth knowledge about “Intellectual Property Rights (IPRs) and suggested tips on the remedies against infringement of these Rights. She also explained about the Procedures for the Registration of IPRs.

The session was concluded with the vote of thanks by Ms. Deepa Makhija.



Welcome of Guest Speaker Ms.Rupali S. Yeranaesby Ms. Smita Chwak

### REPORT ON – PLAGIARISM

Session on “Plagiarism” was started at 4:00 p.m. in room no. 1. The session was started with the introduction of the Guest Dr. Dattatraya Kalbande – Librarian at J.WatumullSadhubella Girls College. The Guest was introduced by Ms. Deepa Makhija. Then Dr. DattatrayaKalbande took over the session by showing ppt to the students.

He covered the following points in the session:

1. What is Plagiarism?
2. Types of Plagiarism.
3. How to avoid Plagiarism?
4. Types of Citations.
5. Types of Quotations.
6. What is Paraphrase?
7. What is Summary?
8. UGC Regulation 2018 & Plagiarism Policy.
9. Levels of Plagiarism.



10. Penalties in case of Plagiarism.
11. Types of Anti-Plagiarism Softwares.
12. Some popular Plagiarism Cases.
13. Tips to Avoid Plagiarism.

Session was proceeded with the counselling session reflecting the topic "Plagiarism". He shared in-depth knowledge about Plagiarism and suggested tips on How to avoid it. He also explained about Anti- Plagiarism software.

The session was concluded with the vote of thanks by Ms. Deepa Makhija.



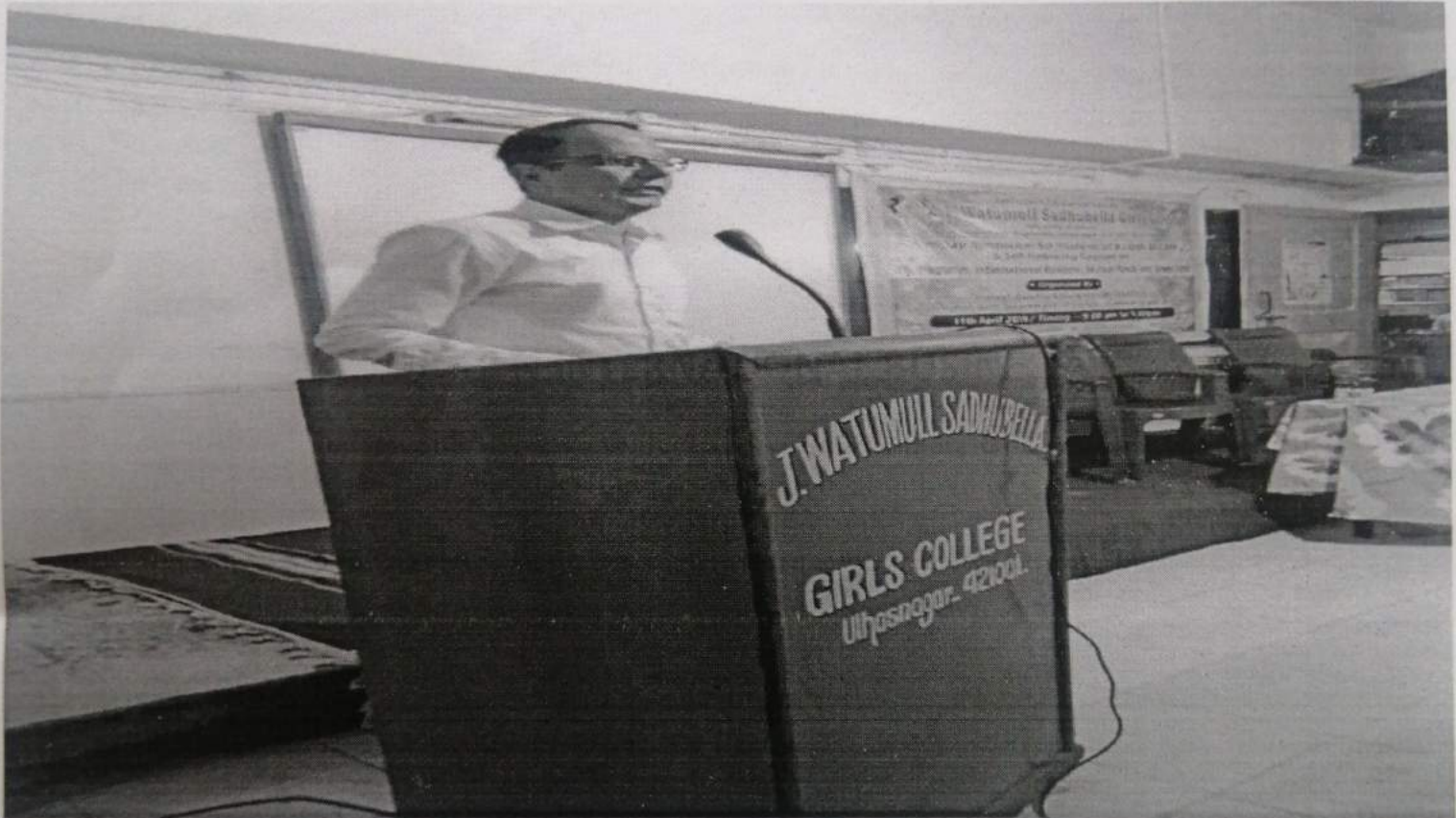
Welcome to resource person Dr. Dattatraya Kalbande by Prin. Dr. Vasant Mali





## REPORT ON INTERNATIONAL BUSINESS

Session on International Business was conducted by Mr. Chetan Deshmukh expert from the corporate field. In the session Mr. Deshmukh explained about values of currency change of different countries. What are the challenges to run International Business. He also explained logistics and supply chain management which works at global level. He explained concepts of value chain from logistics.



Delivering session by Mr. Chetan Deshmukh on International Business on 11/04/2019.

## REPORT ON MUTUAL FUND:-



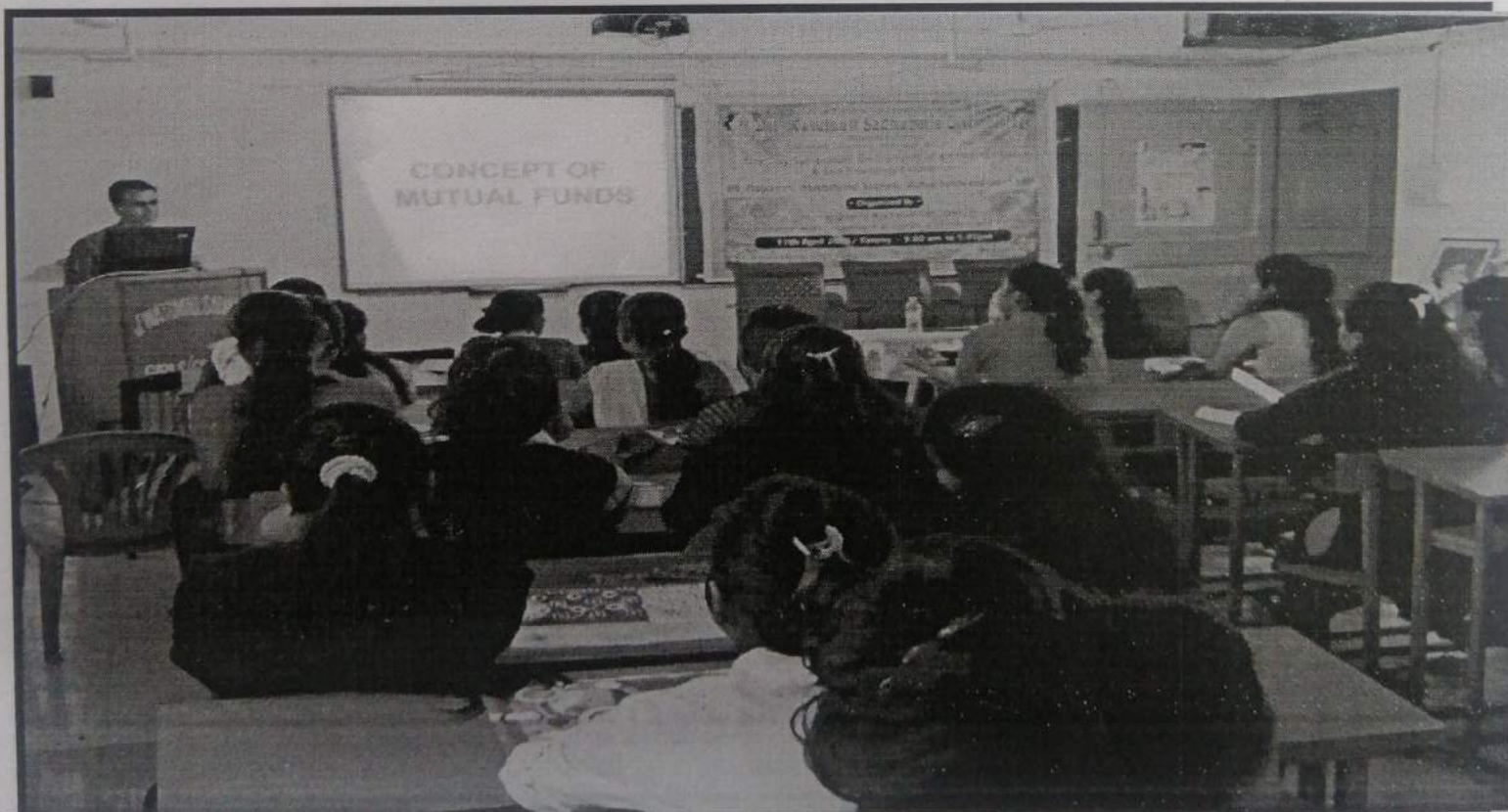
In this session of Mutual Fund Mr. InderKumar Lulla is the resource person. He is vice President and Chief Manager of UTI Mutual Fund from Kalyan branch having experience of 25 years in the Mutual Funds. Kalyan branch having AUM (Assets Under Management) of 325 cr. and a network of 400 plus mutual fund Advisors, Banks, Brokers and National Distributors. The guest was introduced by Ms. Anagha Kotekar. The speaker was asked to take the charge for the session. He covered the following points in the session:

He explained topics on **MUTUAL FUNDS** as follows

1. What is Mutual Fund?.
2. Investment Schemes.
3. Process of Mutual Fund.
4. Options offered to Investors.
5. Impact of options on NAV (Net Asset Value).
6. NAV ( NetAssest Value).
7. Advantages of Investment in Mutual Fund.
8. Types of Funds.
9. Products and Schemes offered by MF's (Mutual Funds)
10. Legal Structure of a MF (mutual Fund).
11. Sponsor.
12. Trustees.
13. AMC (Assets Management Company).
14. Different types of AMC's in India.
15. Other funds Constituents.
16. Regulating Agencies for MF's.
17. SRO (Self Regulatory Organization).
18. Who Can invest?.
19. Investors Rights and Obligations.
20. Distribution Channel.



Vote of thank was given by Ms. Anagha Kotekar. Students found the seminar quit informative as they got a lot of information related to Mutual Funds.



Session on Mutual Fund delivered by Mr. Inder Kumar Lulla on 11<sup>th</sup> April, 2019

## Report on- Green HRM

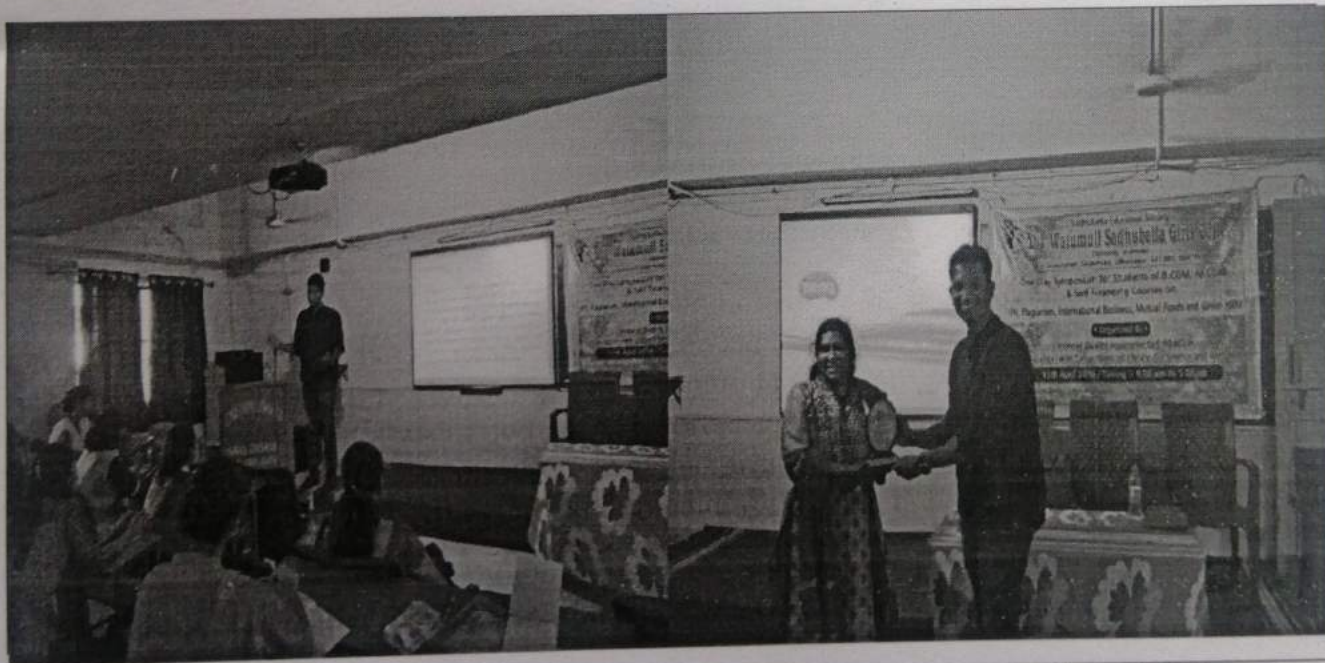
For the session of Green HRM Mr. Stephen Daniel Director, was invited as a resource person. The session was conducted at 3.00 PM in room no 01. The guest was introduced by Mrs. Pranjal Nilesh Karkhanis. Then Mr. Stephen Daniel introduced the session and informed about the importance of "Green HRM".

He enumerated the following points:

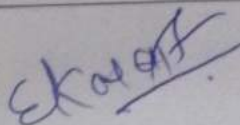
- a. The importance of paperless office.
- b. Methods of Green HRM.
- c. The hazards of using paper in our daily routine.
- d. Green Recruitment, Green Training and Development.

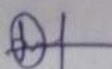
Session was proceeded with the counseling session reflecting the importance of going green in corporate and globally. He shared vast knowledge about the HRM sector efforts to go green and making offices paperless. He further enhanced some more information about the hazards caused to the environment due to paper and paper is more dangerous than plastic. After the training, he also mentioned that the use of paper is leading us towards Global Warming. Some years down the line we may require oxygen cylinders to breath as the trees are cut down at a very large pace to make papers.

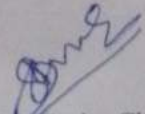
Finally, the session ended with thanks giving by Ms. Pranjal Nilesh Karkhanis.

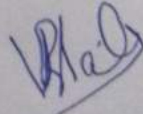


Resource person Mr Stephen Daniel delivering lecture on Green HRM 11<sup>th</sup> April, 2019

  
Dr. Dattatraya Kalbande  
IQAC Co-ordinator

  
Ms. Neetu C. Purswani  
Head of Department  
of Commerce

  
Ms. Smita Chawak  
BMS / BBI  
Co-ordinator

  
Dr. Vasant P. Mali  
Principal



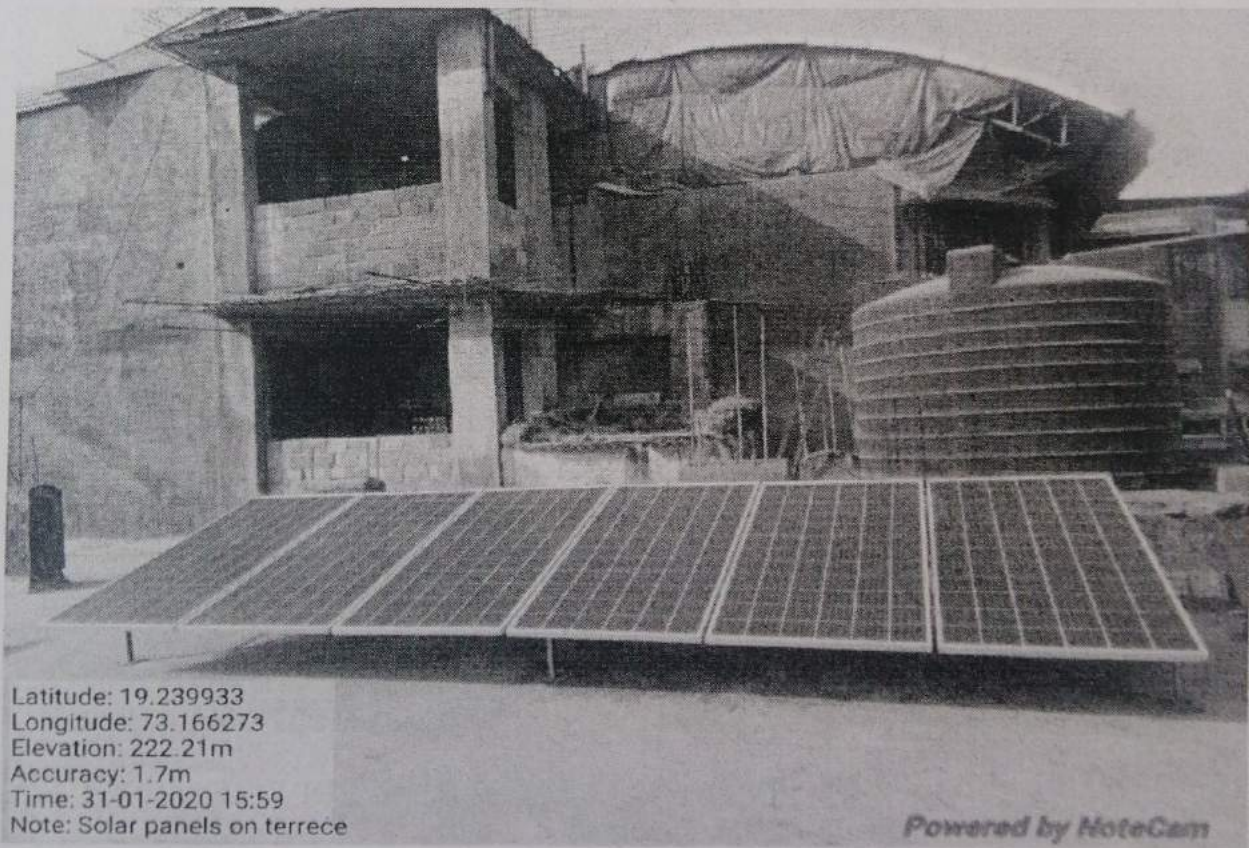
**Principal**  
J. Watumull Sadhubella Girls College  
Ulhasnagar - 421 001



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## Photos of Installation of Solar Panels

Solar Panels were installed during April, 2019 for clean, renewable and sustainable sources of energy that can be harnessed and used for electricity consumption. In all, 6 solar panels were installed on the terrace with 2.5 KV electricity generation.

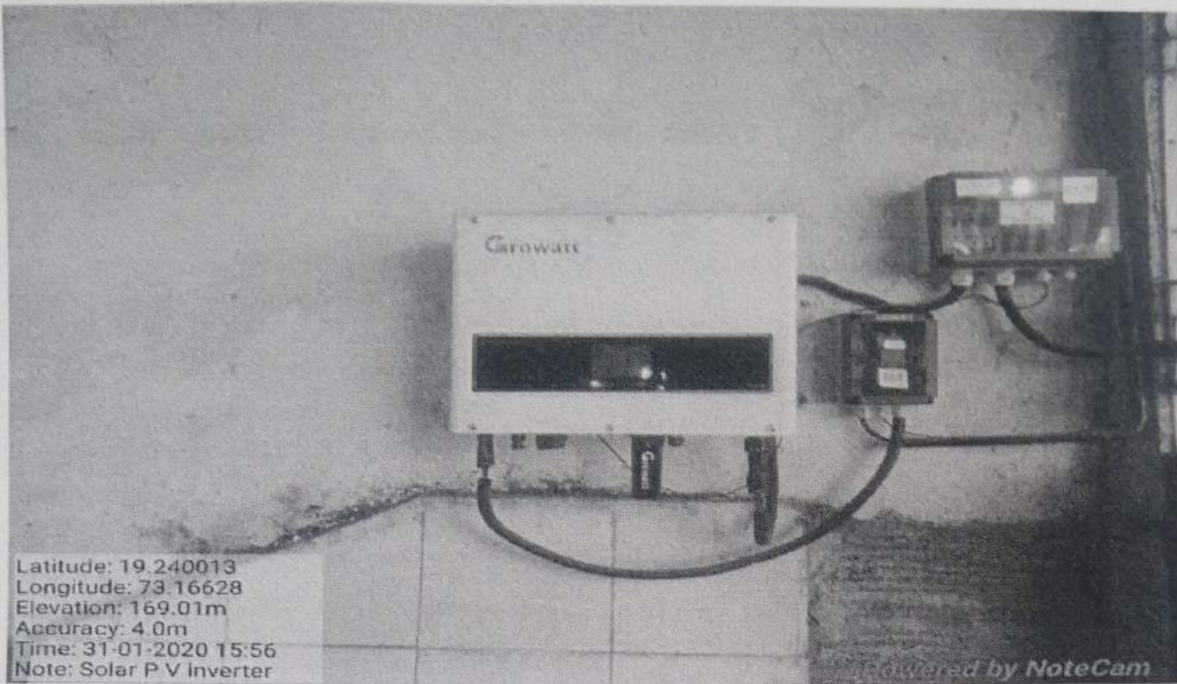


Latitude: 19.239933  
Longitude: 73.166273  
Elevation: 222.21m  
Accuracy: 1.7m  
Time: 31-01-2020 15:59  
Note: Solar panels on terrace

Powered by NoteCam

Solar Panel installed on the terrace of the college in the year 2019

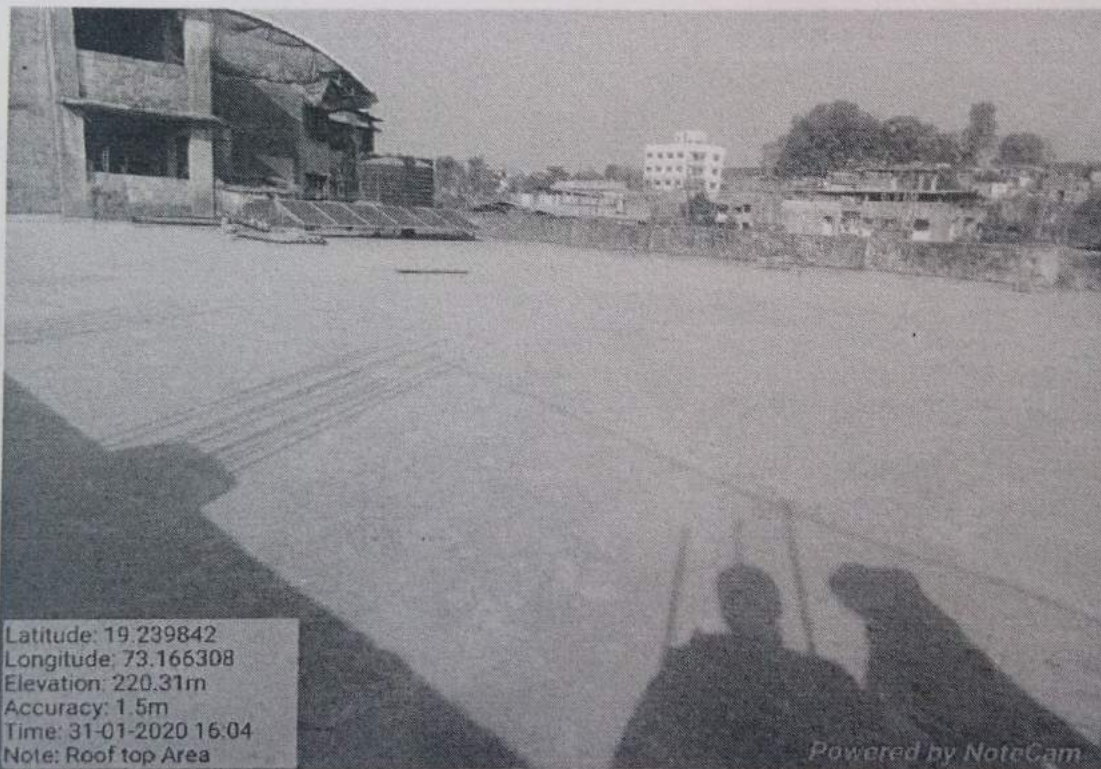




Latitude: 19.240013  
Longitude: 73.16628  
Elevation: 169.01m  
Accuracy: 4.0m  
Time: 31-01-2020 15:56  
Note: Solar P V inverter

Powered by NoteCam

Inverter of the Solar Panel installed in the year 2019



Latitude: 19.239842  
Longitude: 73.166308  
Elevation: 220.31m  
Accuracy: 1.5m  
Time: 31-01-2020 16:04  
Note: Roof top Area

Powered by NoteCam

Solar Panel placed in the Roof Top Area



*Whals*

**PRINCIPAL**

J. Watumull Sadhubella Girls College  
Ulhasnagar-421 001